

MOTION BY SUPERVISOR GLORIA MOLINA

November 5, 2014

SUBSTITUTE MOTION

The Los Angeles Times conducted an investigation of hiring processes in the Los Angeles County Fire Department and these findings have tainted the image of the Department. Hiring processes cannot be controlled by privilege or preference and moreover the recruitment process must attract all high quality eligible applicants, without bias, from a wide variety of backgrounds, including women and ethnic minorities. We must ensure that all eligible candidates receive equal employment opportunity.

I, THEREFORE, direct the Executive Officer to work with the Director of Human Resources and the County Equity Oversight Panel to create a STRIKE TEAM to expedite and oversee the administration of the entry-level Fire Fighter Trainee examination. The Strike Team will consist of a representative from the CEOP, the Department of Human Resources, the Office of County Counsel, the Los Angeles County Fire Department, and Local 1014, to ensure fairness, objectivity, transparency and security in all aspects of the examination process.

MOTION

Molina	_____
Ridley-Thomas	_____
Yaroslavsky	_____
Antonovich	_____
Knabe	_____

Furthermore, the Strike Team will report to this Board on a weekly basis until the application process begins. The Fire Department will report quarterly with their progress in the security, examination and selection processes used in the Fire Fighter Trainee examination and do so maintaining testing validity and confidentiality.

MO/ld